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*****FEDERAL MEDIATION IS OUT OF CONTROL*****

David Wortham, mediator with the Department of Education's Informal Dispute Resolution Center, told attendees of FPMI Solutions' 9th Annual HR/EEO Forum on Wednesday, Sept. 22 that mediation is out of control.

"What do I mean by out of control?" Wortham asked. "There are just too many flavors of mediation out there."

Wortham listed a few of the types of mediation available, including:

- * Transformative
- * Directive
- * Advisory
- * Facilitative
- * Evaluative
- * Interest-based
- * Rights-based
- * Preventive

"If you want to be successful, you have to stick with something that works for you and your organization," Wortham said. "It's okay to try different things, but you've got to stick to something that works."

Wortham added that the only way for mediation to work at all is if all participants are willing to work together.

"You've got to have a good relationship with all of the players in your organization if it is going to work. That's the bottom line."

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